

Discrimination (Leidos Entities) Exemption 2026

Notifiable instrument NI2026-6

made under the

Discrimination Act 1991, section 109 (Grant of exemptions)

1 Name of instrument

This instrument is the *Discrimination (Leidos Entities) Exemption 2026*.

2 Commencement

This instrument commences on 13 January 2026.

3 Exemption decision—Discrimination Act, s 109

The Human Rights Commission exempts the Leidos Entities from the operation of sections 10, 13, 20, 23 and 69 of the *Discrimination Act 1991* for a period of 3 years.

4 Conditions on exemption

This exemption is subject to the conditions provided in the decision of the Human Rights Commission set out in Schedule 1 of this instrument.

Karen Toohey
Discrimination Commissioner

Dated: 22 December 2025

Pursuant to section 109 of the *Discrimination Act 1991* (ACT) (**Act**), the Human Rights Commission grants Leidos Australia Pty Limited and Gibbs & Cox (Australia) Pty Ltd (together, the **Leidos Entities**) an exemption from the operation of sections 10, 13, 20, 23 and 69 of the Act subject to the following terms:

CONDUCT

The Leidos Entities may engage in the following conduct in the Australian Capital Territory:

Applicants for employment

1. Inform applicants for employment in roles which will require access to Controlled Technology and are subject to permits, licences, approvals or agreements made under US and Australian import and export control laws that they may be adversely affected by the *International Traffic in Arms Regulations (ITAR)* and the *Export Administration Regulations (EAR)* controls if they:
 - a. are not an Australian citizen;
 - b. hold, or have held, dual nationality and/or citizenship from proscribed countries for the purposes of the Security Requirement; or
 - c. have substantive contacts with proscribed countries for the purposes of Security Requirements.

Chief Security Officer and Security Officer

2. Request nationality and/or citizenship information from any person holding or applying to hold the positions of Chief Security Officer or Security Officer (as those terms are used in the Defence Security Principles Framework) at the Leidos Entities.
3. Require any person holding the positions of Chief Security Officer or Security Officer at the Leidos Entities to be an Australian citizen.

Request for information about nationality

4. Request information from personnel who perform work on the Leidos Entities' premises or offsite and who are subject to the Leidos Entities' control and direction for positions related to projects which use Controlled Material, in relation to prospective citizenship, previous citizenships, race or nationality, or substantive contacts where such contacts are affiliated with countries proscribed

by section 126.1 of ITAR, provided the request for information is limited to information for determining whether an application for authorisation would be required to allow the prospective personnel to have access to Controlled Material and whether in the Leidos Entities' reasonable judgment that application would have significant prospects of success;

Use of nationality information

5. Impose a condition on any offer of employment or contract for services in roles which are likely to require access to Controlled Technology that the person must, pursuant to ITAR or EAR controls, be authorised to access that material whether pursuant to an individual approval obtained from the United States' Department of State or otherwise.
6. Take personnel's citizenship, previous citizenships, race or nationality, or substantive contacts where such contacts are affiliated with countries proscribed by section 126.1 of ITAR into account in determining whether that person may be offered a role or allocated work that involves access to Controlled Technology;
7. Maintain records of the nationalities and citizenships of personnel who have or may have access to Controlled Technology;
8. Require present and future personnel involved in projects which access Controlled Technology to notify the Leidos Entities of any change to their citizenship status;
9. Restrict access to Controlled Technology to particular Leidos Entities personnel based on their citizenship, previous citizenships, race or nationality, or substantive contacts where such contacts are affiliated with countries proscribed by section 126.1 of ITAR;
10. Record information relating to security clearances granted to personnel of the Leidos Entities and personnel who are under the control and direction of the Leidos Entities in relation to work requiring access to Controlled Technology;
11. Impose limitations or prohibitions on access to Controlled Technology on persons not authorised to access that material;

12. Maintain records of the nationalities of persons who have or will have access to Controlled Technology, with distribution limited to only those persons with a need to know, for the purposes of determining their ability to participate in a particular engagement; and
13. Establish security systems and access protocols that will prevent the unauthorised re-export or re-transfer of Controlled Technology;

CONDITIONS

1. The exemption applies only to Leidos Entities' conduct where:
 - a. it is necessary to enable it to obtain and manage ITAR or EAR export licensing or to perform contractual obligations which involve access to Controlled Technology;
 - b. it has taken all steps that are reasonably available to avoid engaging in conduct which would otherwise be in breach of sections 10, 13, 23 and 69 of the Act, including:
 - (i) reliance on ITAR exemptions, exceptions or other provisions, including clause 126.18 of ITAR, where applicable;
 - (ii) where an employment job candidate, employee or contractor is a national or dual national of a country not approved for access to Controlled Technology, then the Leidos Entities will either request the United States Department of State, or request the relevant export license holder(s) to request the Department of State to amend the relevant export licenses to enable the person to have access to Controlled Technology, unless Leidos Entities, on reasonable grounds, determine that either:
 - (A) the job candidate, employee or contractor is not the best candidate for the position; or
 - (B) such an application does not have significant

prospects of success.

2. Where, pursuant to this exemption, the Leidos Entities wish to reserve the right to make a conditional offer of employment in relation to a position which will or may involve access to Controlled Technology, any advertisement, invitation for expressions of interest, or other promotional information referring to the position must include the information that:
 - a. the position will or is likely to require access to Controlled Technology and that any person occupying the position must be able to satisfy ITAR or EAR-based requirements which may require specific authorisation for that person to access Controlled Technology; and
 - b. if a job candidate is concerned as to whether or not they will satisfy the requirement in (a), they should contact a nominated employee of Leidos who is able to provide relevant information, including information set out in condition 4 below.
3. Leidos Entities must specifically communicate to job candidates for roles, and existing personnel in roles, whether currently or in the future, requiring access to Controlled Technology:
 - a. express notice that they may be adversely affected by the ITAR or EAR requirements if they are not an Australian national, if they hold dual nationality and/or citizenship from proscribed countries, or if they are not of Australian national origin;
 - b. notice that the Leidos Entities have an exemption under the Discrimination Act to enable them to take steps to prevent access to Controlled Technology;
 - c. a reasonable explanation in plain English of the nature of any such adverse effects;
 - d. advice that any necessary application for specific authorisation for a person to access Controlled Technology would be made by Leidos Entities, in appropriate cases;

- e. information about how they can apply for Australian citizenship; and
- f. information regarding their rights under Australian Federal, State and Territory discrimination laws.

Leidos Entities may comply with this Condition 3 through a range of alternatives, including individual written notices, published policy statements, web-based posting or other similar means.

4. Where, pursuant to this exemption, an employee or contractor who is not authorised pursuant to ITAR or EAR controls to have access to Controlled Technology (including pursuant to any individual clearance), is moved from a job involving access to Controlled Technology to any other work performed by Leidos Entities or any of its related entities, Leidos Entities must, through a duly authorised officer, explain to the person why they are being transferred and must otherwise take all reasonable steps to avoid or limit harm or loss to that person.
5. Where Leidos Entities use a system of security passes to reflect the fact of access to Controlled Technology or levels of access to material subject to Australian security restrictions, the passes may be coded but not in such a manner that the nationality can obviously be identified from the coding.
6. All information relating to security passes, security clearance levels and access to Controlled Technology shall be restricted to the Security Officer, Assistant Security Officer, export control managers, Human Resources managers, legal representatives and other senior managers and to their properly appointed nominees on a "need to know" basis.
7. Leidos Entities' employment or other relevant policies shall be amended as soon as reasonably possible so as to refer to the terms of this exemption, including all conditions attaching to it, and to make clear that the purpose of Leidos Entities' request for nationality information is made solely for the purposes of compliance with legal and regulatory obligations imposed pursuant to the defence export control laws of Australia and the United States.
8. Leidos Entities are required to provide a written report to the ACT Human Rights Commission 28 February and 31 July each year, from the date of this instrument

of exemption, over the period of the exemption, detailing:

- a. the steps it has taken to comply with the above conditions;
- b. the number of persons affected by this exemption, the nature of the effects, and the steps taken to address any adverse effects;
- c. the anti-discrimination training of employees and contractors provided by Leidos Entities; and
- d. implementation and compliance generally with the terms of this exemption order.

This decision is a notifiable instrument and must be notified under the [Legislation Act](#).

SIGNED by the ACT Discrimination Commissioner

Dated 22 December 2025